A study of job satisfaction & performance of college teachers in Latur District

A Ph.D. Synopsis

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Introduction:

Human Resource Management is considered to be the most valuable asset in any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise of executives, supervisors and employees. It may be noted here that human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employees' performance which ultimately decides and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and job satisfaction.

Human resource management is a specialized functional area of business that attempts to develop programs, policies, and activities to promote the job satisfaction of both individual and organizational needs, goods and objectives. Employee attitudes are important to management because they determine the behavior of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker". A satisfied workforce will create a pleasant atmosphere within the organization to perform effectively.

People join organizations with certain motives like security of income and job, better prospects in future, and satisfaction of social and psychological needs. Every person has different sets of needs at different times. It is the responsibility of management to recognize this basic fact and provide appropriate opportunities and environments to people at work to satisfy their needs. Job satisfaction has many dimensions. Commonly noted facets are satisfaction with the work itself, wages and recognition, rapport with supervisors and co-workers. Each dimension contributes to an individual's overall feeling of satisfaction with the job itself, but different people define the "job" differently. There are three important dimensions to job- satisfaction:

1) Job- satisfaction refers to one's feeling towards one's job. It can only be inferred but not seen.

2) Job satisfaction is often determined by how well outcomes meet or exceed expectations.

3) Effective orientations on the part of individuals towards their work roles.

Need of the study:

Achievement of high level of performance through productivity and efficiency has always been an organizational goal of high priority. In order to do that highly satisfied workforce is necessary for attaining a high level of performance and development of organization. Satisfied worker leads to extent more efforts to job performance. Therefore every organization tries to create a satisfied work-force to enhance the well being of organization. However the total organizational performance depends on efficient and effective performance of individual employees of the organization. Thus, every organization places a considerable reliance on their employee performance to gain high productivity in the organization. In other words, a satisfied individual employee and his efforts & commitment are crucial for the success of organization.

Latur district is situated in the south-eastern Marathawada part of the Maharashtra state. The entire district of Latur is situated on the Balaghat plateau. Latur district consist of 10 tahsils/Panchayat Samitees,1 Municipal Corporation, 4 cities/towns/municipal councils, 787 gram panchayats & 945 revenue villages. Area of Latur district is 7,157 sq.km. Most of the people depend on agriculture, dairy farm, sugar factories and other industries. It has been well known for its food grain trade and oil mills.

Latur is one of the educationally advanced districts of the state. There are many educational and technical institutes. Recently, it has evolved as an education centre, primarily for secondary and higher secondary education. Latur Pattern is a phrase that recently evolved in Latur. Latur Pattern has emerged as a gold standard for secondary and higher secondary education in Maharashtra. This technique of education has been widely adopted in other places due to its consistent and successful track record of excellent results. The emphasis is more on completing the course-work early in the year and then focusing on practicing for the examinations. The professors are not just teachers, but also coaches, who take personal interest in each and every student and adapt the teaching style and practice examination regimen as per the capability of the students to cope. The Latur pattern is now growing to rest of the state. Latur is a well developed as an academic hub, with inclusion of multi-disciplinary educational institutes which helps students to focus on their career path.

- It indicates the general level of satisfaction in the organization about its programs, policies etc.
- It is a diagnostic instrument for knowing employees' problems, effecting changes and correcting with least resistance.
- It strengthens the communication system of the organization and management can discuss the result for shaping the future course of action.
- It helps in improving the attitudes of employees towards the job and facilitates integration of employees with the organization.
- It helps Unions to know exactly what employees' want and what management is doing.
- It facilitates in determining the training and development needs.

Objectives of the study:

1. To understand different practices applied and services provided to HR
2. To know the extent of satisfaction in staff & its impact on their performance
3. To analyze growth and development of the staff on the basis of practices implemented by the college
4. To identify the influence of experience, age and gender on job satisfaction of employees
5. To study the extent of relationship between the job satisfaction & performance of employee

Hypothesis of the study:

1. Most of the permanent staff seems satisfied with the salary.
2. Job insecurity is the main concern among temporary staff.
3. Good and motivative management encourage staff to express their views.
4. Numerous HRD practices help in improving performance.

Research Methodology & Data Collection:

"Research is a systematic and refined technique of thinking, employing specialized tools, instruments and procedures in order to obtain a more adequate solution of a problem than would be possible under possible means. It starts with a problem, collects data or facts, analyses them critically and reaches decisions based on the actual evidence." –C.C.Crawford.

As above stated definition, this research will try to collect more and more relevant information with tools like Primary and secondary collection of data. Collection of data refers to a purposive gathering of information relevant to the subject matter of the study from the units under investigation. Primary data are original, collected by researcher for the first time for any investigation and used for statistical analysis. Secondary data are collected by others and used by others. It is mostly published in newspapers, periodicals Journals and authentic websites etc.

The primary data collection will be made by personally visiting the colleges and academic institutes in the district. The sample of 300 respondents will be selected for the study. Secondary data will be collected from the websites, magazines, journals etc.

Scope of the Study:

From last two decades, Latur at local level and nearby talukas in the district have emerged as an important educational hub. Out of 370 colleges affiliated to Swami Ramanand Teerth Marathawada University, Nanded, there are 131 colleges only in Latur District. With this numerical data we can come to a conclusion that 35.41% of total affiliated colleges at S.R.T.M. University, Nanded are concentrated in Latur district only. The scope of the study is confined to the affiliated colleges under Swami Ramanand Teerth Marathawada University, Nanded.

1. **Periodical Scope:**

   For this research study, the data will be collected for the past 10 years particularly the Secondary data, and 5 years particularly the primary data.

2. **Geographical Scope:**

   Latur district including its 10 talukas they are as follows:
   - Ahmedpur
   - Ausa
   - Chakur
   - Deoni
   - Jalkot
   - Latur
   - Nilanga
   - Renapur
   - Shirur Anantpal
   - Udgir.

   Some selected colleges will be taken to gather information and sample data collection.

3. **Operational Scope:**

   This study will concentrates on perceptions & views of teaching staff regarding job satisfaction & its impact on their performance. The operational scope for the study includes mainly teaching staff of senior colleges' affiliated to Swami Ramanand Teerth Marathawada Universty, Nanded.

Chapter Scheme

1. Introduction
2. Research Methodology & Data Collection
3. Literature Review
4. Job Satisfaction & Performance analysis
   - Analysis of practices implemented for job satisfaction
   - Evaluation of work performance & their relationship with job satisfaction
5. Conclusions
6. Recommendation

The above chapter scheme is tentative. Depending on the actual research work, it may change in the course of the study.

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